



General Assembly

February Session, 2008

Raised Bill No. 5723

LCO No. 2540

02540_____JUD

Referred to Committee on Judiciary

Introduced by:
(JUD)

AN ACT CONCERNING DISCRIMINATION.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 46a-51 of the 2008 supplement to the general
2 statutes is repealed and the following is substituted in lieu thereof
3 (*Effective October 1, 2008*):

4 As used in section 4a-60a of the 2008 supplement to the general
5 statutes and this chapter:

6 (1) "Blind" refers to an individual whose central visual acuity does
7 not exceed 20/200 in the better eye with correcting lenses, or whose
8 visual acuity is greater than 20/200 but is accompanied by a limitation
9 in the fields of vision such that the widest diameter of the visual field
10 subtends an angle no greater than twenty degrees;

11 (2) "Commission" means the Commission on Human Rights and
12 Opportunities created by section 46a-52;

13 (3) "Commission legal counsel" means a member of the legal staff
14 employed by the commission pursuant to section 46a-54;

- 15 (4) "Commissioner" means a member of the commission;
- 16 (5) "Court" means the Superior Court or any judge of said court;
- 17 (6) "Discrimination" includes segregation and separation;
- 18 (7) "Discriminatory employment practice" means any discriminatory
19 practice specified in section 46a-60, as amended by this act, or 46a-81c
20 of the 2008 supplement to the general statutes;
- 21 (8) "Discriminatory practice" means a violation of section 4a-60, as
22 amended by this act, 4a-60a of the 2008 supplement to the general
23 statutes, 4a-60g of the 2008 supplement to the general statutes, 46a-58,
24 as amended by this act, 46a-59, as amended by this act, 46a-60, as
25 amended by this act, 46a-64, as amended by this act, 46a-64c, as
26 amended by this act, 46a-66, as amended by this act, 46a-68, 46a-68c to
27 46a-68f, inclusive, or 46a-70 to 46a-78, inclusive, as amended by this
28 act, subsection (a) of section 46a-80 or sections 46a-81b to 46a-81o,
29 inclusive, of the 2008 supplement to the general statutes;
- 30 (9) "Employee" means any person employed by an employer but
31 shall not include any individual employed by such individual's
32 parents, spouse or child, or in the domestic service of any person;
- 33 (10) "Employer" includes the state and all political subdivisions
34 thereof and means any person or employer with three or more persons
35 in such person's or employer's employ;
- 36 (11) "Employment agency" means any person undertaking with or
37 without compensation to procure employees or opportunities to work;
- 38 (12) "Labor organization" means any organization which exists for
39 the purpose, in whole or in part, of collective bargaining or of dealing
40 with employers concerning grievances, terms or conditions of
41 employment, or of other mutual aid or protection in connection with
42 employment;

43 (13) "Mental retardation" means mental retardation as defined in
44 section 1-1g;

45 (14) "Person" means one or more individuals, partnerships,
46 associations, corporations, limited liability companies, legal
47 representatives, trustees, trustees in bankruptcy, receivers and the state
48 and all political subdivisions and agencies thereof;

49 (15) "Physically disabled" refers to any individual who has any
50 chronic physical handicap, infirmity or impairment, whether
51 congenital or resulting from bodily injury, organic processes or
52 changes or from illness, including, but not limited to, epilepsy,
53 deafness or hearing impairment or reliance on a wheelchair or other
54 remedial appliance or device;

55 (16) "Respondent" means any person alleged in a complaint filed
56 pursuant to section 46a-82 of the 2008 supplement to the general
57 statutes to have committed a discriminatory practice;

58 (17) "Discrimination on the basis of sex" includes but is not limited
59 to discrimination related to pregnancy, child-bearing capacity,
60 sterilization, fertility or related medical conditions;

61 (18) "Discrimination on the basis of religious creed" includes but is
62 not limited to discrimination related to all aspects of religious
63 observances and practice as well as belief, unless an employer
64 demonstrates that the employer is unable to reasonably accommodate
65 to an employee's or prospective employee's religious observance or
66 practice without undue hardship on the conduct of the employer's
67 business;

68 (19) "Learning disability" refers to an individual who exhibits a
69 severe discrepancy between educational performance and measured
70 intellectual ability and who exhibits a disorder in one or more of the
71 basic psychological processes involved in understanding or in using
72 language, spoken or written, which may manifest itself in a diminished

73 ability to listen, speak, read, write, spell or to do mathematical
74 calculations;

75 (20) "Mental disability" refers to an individual who has a record of,
76 or is regarded as having one or more mental disorders, as defined in
77 the most recent edition of the American Psychiatric Association's
78 "Diagnostic and Statistical Manual of Mental Disorders"; and

79 (21) "Gender identity or expression" means a person's gender-
80 related identity, appearance or behavior, whether or not that gender-
81 related identity, appearance or behavior is different from that
82 traditionally associated with the person's assigned sex at birth.

83 Sec. 2. (NEW) (*Effective October 1, 2008*) As used in sections 4a-60, 8-
84 169s, 8-265c, 8-294, 8-315, 10-15c, 10-153, 10a-6, 11-24b, 16-245r, 16-247r,
85 28-15, 31-22p, 31-57e, 32-204, 32-277, 38a-358, 42-125a, 42-125b, 52-571d
86 and 53-37a of the general statutes, as amended by this act, and section
87 37 of this act, "gender identity or expression" means a person's gender-
88 related identity, appearance or behavior, whether or not that gender-
89 related identity, appearance or behavior is different from that
90 traditionally associated with the person's assigned sex at birth.

91 Sec. 3. Subsection (a) of section 4a-60 of the 2008 supplement to the
92 general statutes is repealed and the following is substituted in lieu
93 thereof (*Effective October 1, 2008*):

94 (a) Every contract to which the state or any political subdivision of
95 the state other than a municipality is a party shall contain the
96 following provisions: (1) The contractor agrees and warrants that in
97 the performance of the contract such contractor will not discriminate
98 or permit discrimination against any person or group of persons on the
99 grounds of race, color, religious creed, age, marital status, national
100 origin, ancestry, sex, gender identity or expression, mental retardation
101 or physical disability, including, but not limited to, blindness, unless it
102 is shown by such contractor that such disability prevents performance
103 of the work involved, in any manner prohibited by the laws of the

104 United States or of the state of Connecticut. The contractor further
105 agrees to take affirmative action to insure that applicants with job-
106 related qualifications are employed and that employees are treated
107 when employed without regard to their race, color, religious creed,
108 age, marital status, national origin, ancestry, sex, gender identity or
109 expression, mental retardation, or physical disability, including, but
110 not limited to, blindness, unless it is shown by such contractor that
111 such disability prevents performance of the work involved; (2) the
112 contractor agrees, in all solicitations or advertisements for employees
113 placed by or on behalf of the contractor, to state that it is an
114 "affirmative action-equal opportunity employer" in accordance with
115 regulations adopted by the commission; (3) the contractor agrees to
116 provide each labor union or representative of workers with which such
117 contractor has a collective bargaining agreement or other contract or
118 understanding and each vendor with which such contractor has a
119 contract or understanding, a notice to be provided by the commission
120 advising the labor union or workers' representative of the contractor's
121 commitments under this section, and to post copies of the notice in
122 conspicuous places available to employees and applicants for
123 employment; (4) the contractor agrees to comply with each provision
124 of this section and sections 46a-68e and 46a-68f and with each
125 regulation or relevant order issued by said commission pursuant to
126 sections 46a-56 of the 2008 supplement to the general statutes, 46a-68e
127 and 46a-68f; (5) the contractor agrees to provide the Commission on
128 Human Rights and Opportunities with such information requested by
129 the commission, and permit access to pertinent books, records and
130 accounts, concerning the employment practices and procedures of the
131 contractor as relate to the provisions of this section and section 46a-56
132 of the 2008 supplement to the general statutes. If the contract is a
133 public works contract, the contractor agrees and warrants that he will
134 make good faith efforts to employ minority business enterprises as
135 subcontractors and suppliers of materials on such public works
136 project. Prior to entering into the contract, the contractor shall provide
137 the state or such political subdivision of the state with documentation

138 in the form of a company or corporate policy adopted by resolution of
139 the board of directors, shareholders, managers, members or other
140 governing body of such contractor to support the nondiscrimination
141 agreement and warranty under subdivision (1) of this subsection. For
142 the purposes of this section, "contract" includes any extension or
143 modification of the contract, and "contractor" includes any successors
144 or assigns of the contractor.

145 Sec. 4. Subsection (c) of section 8-169s of the general statutes is
146 repealed and the following is substituted in lieu thereof (*Effective*
147 *October 1, 2008*):

148 (c) The legislative body may, by resolution, vote to transfer the
149 urban homesteading property with or without compensation to the
150 applicant selected pursuant to subsection (b) of this section. Such
151 transfer shall be made pursuant to a contract of sale and rehabilitation
152 or construction which shall provide among other things that (1) the
153 property transferred be rehabilitated or constructed predominantly for
154 residential use and be brought into and maintained in conformity with
155 applicable health, housing and building code standard; (2) the
156 rehabilitation or construction shall commence and be completed
157 within a period of time as determined by the urban homesteading
158 agency; (3) prior to the issuance of a certificate of occupancy by the
159 building official no transfer of the property or any interest therein,
160 except a transfer to a bona fide mortgagee or similar lien holder, may
161 be made by the homesteader without the approval of the urban
162 homesteading agency, provided any such transfer may only be made
163 for a consideration not in excess of the cost of the property to the
164 homesteader together with the costs of any improvements made or
165 construction thereon by the homesteader; (4) in the sale or rental of the
166 property, or any portion of such property, no person shall be
167 discriminated against because of such person's race, color, religion,
168 sex, gender identity or expression or national origin; and (5)
169 representatives of the urban homesteading agency, the municipality,
170 and where state or federal assistance is involved, representatives of the

171 federal and state governments, shall have access to the property
172 during normal business hours for the purpose of inspecting
173 compliance with the provisions of this subsection.

174 Sec. 5. Section 8-265c of the general statutes is repealed and the
175 following is substituted in lieu thereof (*Effective October 1, 2008*):

176 The authority shall require that occupancy of all housing financed
177 or otherwise assisted under this chapter be open to all persons
178 regardless of race, creed, color, national origin or ancestry, [or] sex or
179 gender identity or expression and that the contractors and
180 subcontractors engaged in the construction or rehabilitation of such
181 housing shall take affirmative action to provide equal opportunity for
182 employment without discrimination as to race, creed, color, national
183 origin or ancestry, [or] sex or gender identity or expression.

184 Sec. 6. Subsection (c) of section 8-294 of the general statutes is
185 repealed and the following is substituted in lieu thereof (*Effective*
186 *October 1, 2008*):

187 (c) The legislative body may, by resolution, vote to transfer the
188 urban rehabilitation property with or without compensation to the
189 person selected pursuant to subsection (b) of this section. Such transfer
190 shall be made pursuant to a contract of sale and rehabilitation which
191 shall provide among other things that (1) the property transferred be
192 rehabilitated predominantly for industrial or commercial use and be
193 brought into and maintained in conformity with applicable health,
194 housing and building code standards; (2) that the rehabilitation shall
195 commence and be completed within a period of time as determined by
196 the urban rehabilitation agency; (3) prior to the issuance of a certificate
197 of occupancy by the building official, no transfer of the property or any
198 interest therein, except a transfer to a bona fide mortgagee or similar
199 lien holder, may be made by the rehabilitator without the approval of
200 the urban rehabilitation agency, provided any such transfer may only
201 be made for a consideration not in excess of the cost of the property to
202 the rehabilitator together with the costs of any improvements made

203 thereon by the rehabilitator; (4) in the sale or rental of the property, or
204 any portion of such property, no person shall be discriminated against
205 because of such person's race, color, religion, sex, gender identity or
206 expression or national origin; (5) representatives of the urban
207 rehabilitation agency, representatives of the municipality, and if state
208 or federal assistance is involved, representatives of the federal and
209 state governments shall be allowed access to the property during
210 normal business hours for the purpose of inspecting compliance with
211 the provisions of this subsection.

212 Sec. 7. Section 8-315 of the general statutes is repealed and the
213 following is substituted in lieu thereof (*Effective October 1, 2008*):

214 The municipality shall take all necessary steps to insure that
215 occupancy of all housing financed or otherwise assisted pursuant to
216 this chapter be open to all persons regardless of race, creed, color,
217 national origin or ancestry, sex, gender identity or expression, age or
218 physical disability.

219 Sec. 8. Subsection (a) of section 10-15c of the general statutes is
220 repealed and the following is substituted in lieu thereof (*Effective*
221 *October 1, 2008*):

222 (a) The public schools shall be open to all children five years of age
223 and over who reach age five on or before the first day of January of
224 any school year, and each such child shall have, and shall be so
225 advised by the appropriate school authorities, an equal opportunity to
226 participate in the activities, programs and courses of study offered in
227 such public schools, at such time as the child becomes eligible to
228 participate in such activities, programs and courses of study, without
229 discrimination on account of race, color, sex, gender identity or
230 expression, religion, national origin or sexual orientation; provided
231 boards of education may, by vote at a meeting duly called, admit to
232 any school children under five years of age.

233 Sec. 9. Section 10-153 of the general statutes is repealed and the

234 following is substituted in lieu thereof (*Effective October 1, 2008*):

235 No local or regional board of education shall discriminate on the
236 basis of sex, gender identity or expression or marital status in the
237 employment of teachers in the public schools or in the determination
238 of the compensation to be paid to such teachers.

239 Sec. 10. Subsection (b) of section 10a-6 of the general statutes is
240 repealed and the following is substituted in lieu thereof (*Effective*
241 *October 1, 2008*):

242 (b) Within the limits of authorized expenditures, the policies of the
243 state system of higher education shall be consistent with the following
244 goals: (1) To ensure that no qualified person be denied the opportunity
245 for higher education on the basis of age, sex, gender identity or
246 expression, ethnic background or social, physical or economic
247 condition, (2) to protect academic freedom, (3) to provide
248 opportunities for education and training related to the economic,
249 cultural and educational development of the state, (4) to assure the
250 fullest possible use of available resources in public and private
251 institutions of higher education, (5) to maintain standards of quality
252 ensuring a position of national leadership for state institutions of
253 higher education, (6) to apply the resources of higher education to the
254 problems of society, and (7) to foster flexibility in the policies and
255 institutions of higher education to enable the system to respond to
256 changes in the economy, society, technology and student interests.
257 Said board shall review recent studies of the need for higher education
258 services, with special attention to those completed pursuant to
259 legislative action, and to meet such needs shall initiate additional
260 programs or services through one or more of the constituent units.

261 Sec. 11. Subsection (a) of section 11-24b of the 2008 supplement to
262 the general statutes is repealed and the following is substituted in lieu
263 thereof (*Effective October 1, 2008*):

264 (a) Each principal public library, as defined in section 11-24a, shall

265 be eligible to receive a state grant in accordance with the provisions of
266 subsections (b), (c) and (d) of this section provided the following
267 requirements are met:

268 (1) An annual statistical report which includes certification that the
269 grant, when received, shall be used for library purposes is filed with
270 the State Library Board in such manner as the board may require. The
271 report shall include information concerning local library governance,
272 hours of service, type of facilities, library policies, resources, programs
273 and services available, measurement of levels of services provided,
274 personnel and fiscal information concerning library receipts and
275 expenditures;

276 (2) Documents certifying the legal establishment of the principal
277 public library in accordance with the provisions of section 11-20 of the
278 2008 supplement to the general statutes are filed with the board;

279 (3) The library is a participating library in the Connecticard program
280 established pursuant to section 11-31b;

281 (4) The principal public library shall not have had the amount of its
282 annual tax levy or appropriation reduced to an amount which is less
283 than the average amount levied or appropriated for the library for the
284 three fiscal years immediately preceding the year of the grant, except
285 that if the expenditures of the library in any one year in such three-
286 year period are unusually high as compared with expenditures in the
287 other two years, the library may request an exception to this
288 requirement and the board, upon review of the expenditures for that
289 year, may grant an exception;

290 (5) State grant funds shall be expended within two years of the date
291 of receipt of such funds. If the funds are not expended in that period,
292 the library shall submit a plan to the State Librarian for the
293 expenditure of any unspent balance;

294 (6) Principal public libraries shall not charge individuals residing in

295 the town in which the library is located or the town in which the
296 contract library is located for borrowing and lending library materials,
297 accessing information, advice and assistance and programs and
298 services which promote literacy; and

299 (7) Principal public libraries shall provide equal access to library
300 service for all individuals and shall not discriminate upon the basis of
301 age, race, sex, gender identity or expression, religion, national origin,
302 handicap or place of residency in the town in which the library is
303 located or the town in which the contract library is located.

304 Sec. 12. Section 16-245r of the general statutes is repealed and the
305 following is substituted in lieu thereof (*Effective October 1, 2008*):

306 No electric supplier, as defined in section 16-1 of the 2008
307 supplement to the general statutes, shall refuse to provide electric
308 generation services to, or refuse to negotiate to provide such services
309 to any customer because of age, race, creed, color, national origin,
310 ancestry, sex, gender identity or expression, marital status, sexual
311 orientation, lawful source of income, disability or familial status. No
312 electric supplier shall decline to provide electric generation services to
313 a customer for the sole reason that the customer is located in an
314 economically distressed geographic area or the customer qualifies for
315 hardship status under section 16-262c of the 2008 supplement to the
316 general statutes. No electric supplier shall terminate or refuse to
317 reinstate electric generation services except in accordance with the
318 provisions of this title.

319 Sec. 13. Section 16-247r of the general statutes is repealed and the
320 following is substituted in lieu thereof (*Effective October 1, 2008*):

321 No telephone company or certified telecommunications provider, as
322 defined in section 16-1 of the 2008 supplement to the general statutes,
323 shall refuse to provide telecommunications services to, or refuse to
324 negotiate to provide such services to any customer because of age,
325 race, creed, color, national origin, ancestry, sex, gender identity or

326 expression, marital status, sexual orientation, lawful source of income,
327 disability or familial status. No telephone company or certified
328 telecommunications provider shall decline to provide
329 telecommunications services to a customer for the sole reason that the
330 customer is located in an economically distressed geographic area or
331 the customer qualifies for hardship status under section 16-262c of the
332 2008 supplement to the general statutes. No telephone company or
333 certified telecommunications provider shall terminate or refuse to
334 reinstate telecommunications services except in accordance with the
335 provisions of this title.

336 Sec. 14. Subsection (b) of section 28-15 of the general statutes is
337 repealed and the following is substituted in lieu thereof (*Effective*
338 *October 1, 2008*):

339 (b) No person shall discriminate on the basis of race, color, religious
340 creed, sex, gender identity or expression, age, national origin, ancestry
341 or economic status in carrying out any provision of this chapter or any
342 federal major disaster or emergency assistance function in this state.

343 Sec. 15. Section 31-22p of the general statutes is repealed and the
344 following is substituted in lieu thereof (*Effective October 1, 2008*):

345 The Labor Commissioner, with the advice and guidance of the
346 council, shall formulate work training standards which will ensure
347 necessary safeguards for the welfare of apprentices and a full craft
348 experience in any skill, in order to provide equal opportunities to all,
349 without regard to their race, color, religion, sex, gender identity or
350 expression, age or national origin, and to provide training,
351 employment and upgrading opportunities for disadvantaged workers
352 to acquire a comprehensive skilled work experience and to extend the
353 application of such standards of skill training by inclusion thereof in
354 apprenticeship agreements, and shall bring together representatives of
355 management and labor for the development of training programs and
356 terms of apprenticeship incidental thereto and cooperate with state
357 and federal agencies similarly interested in furtherance of training

358 requirements in keeping with established and new processes of
359 Connecticut industries. The Labor Commissioner shall publish
360 information relating to existing and proposed work standards of
361 apprenticeship, hold area conferences throughout the state for the
362 purpose of promoting interest in skilled trades training and appoint
363 such advisory committees as may be deemed necessary to evaluate the
364 skilled manpower requirements of Connecticut in order to cope with
365 any new technological changes in industry.

366 Sec. 16. Subsection (e) of section 31-57e of the general statutes is
367 repealed and the following is substituted in lieu thereof (*Effective*
368 *October 1, 2008*):

369 (e) The Employment Rights Code referred to under this section shall
370 include the following provisions:

371 (1) A commercial enterprise subject to tribal jurisdiction shall not,
372 except in the case of a bona fide occupational qualification or need,
373 refuse to hire or employ or bar or discharge from employment any
374 individual or discriminate against him in compensation or in terms,
375 conditions or privileges of employment because of the individual's
376 race, color, religious creed, sex, gender identity or expression, marital
377 status, national origin, ancestry, age, present or past history of mental
378 disorder, mental retardation, sexual orientation, learning or physical
379 disability, political activity, union activity or the exercise of rights
380 protected by the United States Constitution. This subdivision shall not
381 be construed to restrict the right of a tribe to give preference in hiring
382 to members of the tribe.

383 (2) A commercial enterprise subject to tribal jurisdiction shall not
384 deny any individual, including a representative of a labor
385 organization, seeking to ensure compliance with this section, access to
386 employees of the tribe's commercial enterprise during nonwork time in
387 nonwork areas. The tribe shall not permit any supervisor, manager or
388 other agent of the tribe to restrict or otherwise interfere with such
389 access.

390 (3) When a labor organization claims that it has been designated or
391 selected for the purposes of collective bargaining by the majority of the
392 employees in a unit appropriate for such purposes, the labor
393 organization may apply to an arbitrator to verify the claim pursuant to
394 subdivision (4) of this subsection. If the arbitrator verifies that the labor
395 organization has been designated or selected as the bargaining
396 representative by a majority of the employees in an appropriate unit,
397 the tribe shall, upon request, recognize the labor organization as the
398 exclusive bargaining agent and bargain in good faith with the labor
399 organization in an effort to reach a collective bargaining agreement.
400 However, the arbitrator shall disallow any claim by a labor
401 organization which is dominated or controlled by the tribe.

402 (4) (A) Any individual or organization claiming to be injured by a
403 violation of any provision of this subsection shall have the right to seek
404 binding arbitration under the rules of the American Arbitration
405 Association. Such individual or organization shall file a demand for
406 arbitration with the tribe not later than one hundred eighty days after
407 the employee or labor organization knows or should know of the
408 tribe's violation of any provision of this subsection. The demand shall
409 state, in plain language, the facts giving rise to the demand.

410 (B) The demand for arbitration shall also be served upon the
411 Connecticut office of the American Arbitration Association. Absent
412 settlement, a hearing shall be held in accordance with the rules and
413 procedures of the American Arbitration Association. The costs and fees
414 of the arbitrator shall be shared equally by the tribe and the labor
415 organization.

416 (C) The decision of the arbitrator shall be final and binding on both
417 parties and shall be subject to judicial review and enforcement against
418 all parties in the manner prescribed by chapter 909.

419 (5) A tribe shall not retaliate against any individual who exercises
420 any right under the Employment Rights Code. Any individual or
421 organization claiming to be injured by a violation of the provisions of

422 this section shall have the right to seek binding arbitration pursuant to
423 subdivision (4) of this subsection.

424 Sec. 17. Section 32-204 of the general statutes is repealed and the
425 following is substituted in lieu thereof (*Effective October 1, 2008*):

426 The general purpose of the authority shall be to stimulate new
427 spending in Connecticut and to encourage the diversification of the
428 state economy through the construction, operation, maintenance and
429 marketing of a conference or exhibition facility that will create new
430 jobs, add to the benefits of the hospitality industry, broaden the base of
431 the tourism effort and stimulate substantial surrounding economic
432 development and corresponding increased tax revenues to the state.
433 The primary purpose of the authority shall be to attract and service
434 large conventions, tradeshow, exhibitions and conferences, preferably
435 those whose attendees are predominantly from out-of-state; the
436 secondary purpose of the authority, at times when its primary purpose
437 cannot be fulfilled, shall be to attract and service local consumer
438 shows, exhibitions and events which generate less new spending in
439 Connecticut. For these purposes, the authority shall have the following
440 powers: (1) To have perpetual succession as a body corporate and to
441 adopt procedures for the regulation of its affairs and the conduct of its
442 business as provided in subsection (f) of section 32-203; to adopt a
443 corporate seal and alter the same at its pleasure; and to maintain an
444 office at such place or places within the state as it may designate; (2) to
445 sue and be sued; to contract and be contracted with, provided, if
446 management, operating, or promotional contracts or agreements or
447 other contracts or agreements are entered into with nongovernmental
448 parties with respect to property financed with the proceeds of
449 obligations the interest on which is excluded from gross income for
450 federal income taxation, the board of directors will ensure that such
451 contracts or agreements are in compliance with the covenants of the
452 authority upon which such tax exclusion is conditioned; (3) to acquire,
453 by gift, purchase, condemnation or transfer, lands or rights-in-land in
454 connection therewith and to sell, lease as lessee or as lessor, provided

455 such activity is consistent with all applicable federal tax covenants of
456 the authority, transfer or dispose of any property or interest therein
457 acquired by it, at any time; and to receive and accept aid or
458 contributions, from any source, of money, labor, property or other
459 things of value, to be held, used and applied to carry out the purposes
460 of sections 32-200 to 32-212, inclusive, subject to the conditions upon
461 which such grants and contributions are made, including, but not
462 limited to, gifts or grants from any department, agency or
463 instrumentality of the United States or this state for any purpose
464 consistent with said sections; (4) to formulate plans for, acquire,
465 finance and develop, lease, purchase, construct, reconstruct, repair,
466 improve, expand, extend, operate, maintain and market the project,
467 provided such activities are consistent with all applicable federal tax
468 covenants of the authority; (5) to fix and revise from time to time and
469 to charge and collect fees, rents and other charges for the use,
470 occupancy or operation of the project, and to establish and revise from
471 time to time, regulations in respect of the use, operation and
472 occupancy of any such project, provided such regulations are
473 consistent with all applicable federal tax covenants of the authority; (6)
474 to employ such assistants, agents and other employees as may be
475 necessary or desirable to carry out its purposes and to fix their
476 compensation; to establish and modify personnel procedures as may
477 be necessary from time to time and to negotiate and enter into
478 collective bargaining agreements with labor unions; (7) to engage
479 architects, engineers, attorneys, accountants, consultants and such
480 other independent professionals as may be necessary or desirable to
481 carry out its purposes; to contract for construction, development,
482 concessions and the procurement of goods and services and to
483 establish and modify procurement procedures from time to time to
484 implement the foregoing in accordance with the provisions of
485 subsection (b) of this section; (8) to adopt procedures with respect to
486 contractors and subcontractors engaged in the construction of the
487 project which require such contractors or subcontractors (A) to take
488 affirmative action to provide equal opportunity for employment

489 without discrimination as to race, creed, color, national origin,
490 ancestry, sex, gender identity or expression, marital status, age, lawful
491 source of income, mental retardation, mental disability or physical
492 disability, including, but not limited to, blindness or deafness and (B)
493 to ensure that the wages paid on an hourly basis to any mechanic,
494 laborer or workman employed by such contractor or subcontractor
495 with respect to the project shall be at a rate equal to the rate customary
496 or prevailing for the same work in the same trade or occupation in the
497 town and city of Stamford; (9) to engage in and contract for marketing
498 and promotional activities to attract national, regional and local
499 conventions, trade shows, exhibitions, banquets and other events in
500 order to maximize the use of the project and to carry out the purposes
501 of sections 32-200 to 32-212, inclusive; (10) to acquire, lease, hold and
502 dispose of personal property for the purposes set forth in sections 32-
503 200 to 32-212, inclusive; (11) to procure insurance against any liability
504 or loss in connection with its property and other assets, in such
505 amounts and from such insurers as it deems desirable and to procure
506 insurance for employees; (12) to borrow money and to issue bonds,
507 notes and other obligations of the authority to the extent permitted
508 under sections 32-200 to 32-212, inclusive, to fund and refund the same
509 and to provide for the rights of the holders thereof and to secure the
510 same by pledge of assets, revenues, notes and state contract assistance
511 as provided in said sections and such state taxes as the authority shall
512 be entitled to receive pursuant to the provisions of said sections; (13) to
513 invest any funds not needed for immediate use or disbursement in
514 obligations issued or guaranteed by the United States of America or
515 the state of Connecticut and in other obligations which are legal
516 investments for savings banks in this state and in time deposits or
517 certificates of deposit or other similar banking arrangements secured
518 in such manner as the authority determines; (14) to do anything
519 necessary and desirable, including executing reimbursement
520 agreements or similar agreements in connection with credit facilities,
521 including, but not limited to, letters of credit or policies of bond
522 insurance, remarketing agreements and agreements for the purpose of

523 moderating interest rate fluctuations, to render any bonds to be issued
524 pursuant to sections 32-200 to 32-212, inclusive, more marketable; (15)
525 to do all acts and things necessary or convenient to carry out the
526 purposes of sections 32-200 to 32-212, inclusive, and the powers
527 expressly granted by said sections.

528 Sec. 18. Section 32-277 of the general statutes is repealed and the
529 following is substituted in lieu thereof (*Effective October 1, 2008*):

530 A regional corporation shall not provide any financial assistance
531 authorized by sections 32-271 to 32-284, inclusive, unless the following
532 conditions are met:

533 (1) The applicant has demonstrated that there is little prospect of
534 obtaining the conventional project financing requested from either
535 private or public sources of funding within the region, and that there is
536 little prospect of obtaining adequate project financing from private
537 sources of capital, or in the case of a loan guarantee, that there is little
538 prospect of obtaining project financing without the guarantee;

539 (2) There is a reasonable prospect of repayment;

540 (3) The project is located in the region represented by the regional
541 corporation;

542 (4) The project will comply with any applicable environmental rules
543 or regulations;

544 (5) The applicant has certified that it will not discriminate against
545 any employee or any applicant for employment because of race,
546 religion, color, national origin, sex, gender identity or expression or
547 age;

548 (6) A staff member or a representative of the regional corporation
549 acting in an official capacity has personally visited the project site and
550 the applicant's place of business; and

551 (7) Financial commitments or contingent financial commitments for
552 the project have been obtained from other public and private sources.

553 Sec. 19. Section 38a-358 of the general statutes is repealed and the
554 following is substituted in lieu thereof (*Effective October 1, 2008*):

555 The declination, cancellation or nonrenewal of a policy for private
556 passenger nonfleet automobile insurance is prohibited if the
557 declination, cancellation or nonrenewal is based: (1) On the race,
558 religion, nationality or ethnicity of the applicant or named insured; (2)
559 solely on the lawful occupation or profession of the applicant or
560 named insured, except that this provision shall not apply to any
561 insurer which limits its market to one lawful occupation or profession
562 or to several related lawful occupations or professions; (3) on the
563 principal location of the insured motor vehicle unless such decision is
564 for a business purpose which is not a mere pretext for unfair
565 discrimination; (4) solely on the age, sex, gender identity or expression
566 or marital status of an applicant or an insured, except that this
567 subdivision shall not apply to an insurer in an insurer group if one or
568 more other insurers in the group would not decline an application for
569 essentially similar coverage based upon such reasons; (5) on the fact
570 that the applicant or named insured previously obtained insurance
571 coverage through a residual market; (6) on the fact that another insurer
572 previously declined to insure the applicant or terminated an existing
573 policy in which the applicant was the named insured; or (7) the first or
574 second accident within the current experience period in relation to
575 which the applicant or insured was not convicted of a moving traffic
576 violation and was not at fault.

577 Sec. 20. Section 42-125a of the general statutes is repealed and the
578 following is substituted in lieu thereof (*Effective October 1, 2008*):

579 It is the policy of the state of Connecticut to oppose restraints of
580 trade and unfair trade practices in the form of discriminatory boycotts
581 which are not specifically authorized by the law of the United States
582 and which are fostered or imposed by foreign persons, foreign

583 governments or international organizations against any domestic
584 individual on the basis of race, color, creed, religion, sex, gender
585 identity or expression, nationality or national origin. It is also the
586 policy of the state to oppose any actions, including the formation or
587 continuance of agreements, understandings or contractual
588 arrangements, expressed or implied, which have the effect of
589 furthering such discriminatory boycotts, in order that the peace,
590 health, safety, prosperity and general welfare of all the inhabitants of
591 the state may be protected and ensured. This chapter shall be deemed
592 an exercise of the police power of the state for the protection of the
593 people of this state and shall be administered and principally enforced
594 by the Attorney General. The provisions of this chapter shall be
595 construed liberally so as to effectuate this declaration of policy and the
596 laws and Constitution of the United States, but nothing in this chapter
597 shall be construed to infringe upon the right of the United States
598 government to regulate interstate and foreign commerce.

599 Sec. 21. Subsection (c) of section 42-125b of the general statutes is
600 repealed and the following is substituted in lieu thereof (*Effective*
601 *October 1, 2008*):

602 (c) "Participating in a discriminatory boycott" means the entering
603 into or performing of any agreement, understanding or contractual
604 arrangement for economic benefit by any person with any foreign
605 government, foreign person or international organization, which is not
606 specifically authorized by the laws of the United States and which is
607 required or imposed, either directly or indirectly, overtly or covertly,
608 by the foreign government, foreign person or international
609 organization in order to restrict, condition, prohibit or interfere with
610 any business relationship in this state on the basis of a domestic
611 individual's race, color, creed, religion, sex, gender identity or
612 expression, nationality or national origin; provided, handling, altering
613 or shipping goods or complying with the commercial laws of a foreign
614 country, unless such laws require discrimination against a domestic
615 individual on the basis of race, color, creed, religion, sex, gender

616 identity or expression, nationality or national origin, shall not
617 constitute a discriminatory boycott.

618 Sec. 22. Subsection (a) of section 46a-58 of the 2008 supplement to
619 the general statutes is repealed and the following is substituted in lieu
620 thereof (*Effective October 1, 2008*):

621 (a) It shall be a discriminatory practice in violation of this section for
622 any person to subject, or cause to be subjected, any other person to the
623 deprivation of any rights, privileges or immunities, secured or
624 protected by the Constitution or laws of this state or of the United
625 States, on account of religion, national origin, alienage, color, race, sex,
626 gender identity or expression, sexual orientation, blindness or physical
627 disability.

628 Sec. 23. Subsection (a) of section 46a-59 of the general statutes is
629 repealed and the following is substituted in lieu thereof (*Effective*
630 *October 1, 2008*):

631 (a) It shall be a discriminatory practice in violation of this section for
632 any association, board or other organization the principal purpose of
633 which is the furtherance of the professional or occupational interests of
634 its members, whose profession, trade or occupation requires a state
635 license, to refuse to accept a person as a member of such association,
636 board or organization because of his race, national origin, creed, sex,
637 gender identity or expression or color.

638 Sec. 24. Subsection (a) of section 46a-60 of the general statutes is
639 repealed and the following is substituted in lieu thereof (*Effective*
640 *October 1, 2008*):

641 (a) It shall be a discriminatory practice in violation of this section:

642 (1) For an employer, by the employer or the employer's agent,
643 except in the case of a bona fide occupational qualification or need, to
644 refuse to hire or employ or to bar or to discharge from employment
645 any individual or to discriminate against such individual in

646 compensation or in terms, conditions or privileges of employment
647 because of the individual's race, color, religious creed, age, sex, gender
648 identity or expression, marital status, national origin, ancestry, present
649 or past history of mental disability, mental retardation, learning
650 disability or physical disability, including, but not limited to,
651 blindness;

652 (2) For any employment agency, except in the case of a bona fide
653 occupational qualification or need, to fail or refuse to classify properly
654 or refer for employment or otherwise to discriminate against any
655 individual because of such individual's race, color, religious creed, age,
656 sex, gender identity or expression, marital status, national origin,
657 ancestry, present or past history of mental disability, mental
658 retardation, learning disability or physical disability, including, but not
659 limited to, blindness;

660 (3) For a labor organization, because of the race, color, religious
661 creed, age, sex, gender identity or expression, marital status, national
662 origin, ancestry, present or past history of mental disability, mental
663 retardation, learning disability or physical disability, including, but not
664 limited to, blindness of any individual to exclude from full
665 membership rights or to expel from its membership such individual or
666 to discriminate in any way against any of its members or against any
667 employer or any individual employed by an employer, unless such
668 action is based on a bona fide occupational qualification;

669 (4) For any person, employer, labor organization or employment
670 agency to discharge, expel or otherwise discriminate against any
671 person because such person has opposed any discriminatory
672 employment practice or because such person has filed a complaint or
673 testified or assisted in any proceeding under section 46a-82 of the 2008
674 supplement to the general statutes, 46a-83 of the 2008 supplement to
675 the general statutes or 46a-84 of the 2008 supplement to the general
676 statutes;

677 (5) For any person, whether an employer or an employee or not, to

678 aid, abet, incite, compel or coerce the doing of any act declared to be a
679 discriminatory employment practice or to attempt to do so;

680 (6) For any person, employer, employment agency or labor
681 organization, except in the case of a bona fide occupational
682 qualification or need, to advertise employment opportunities in such a
683 manner as to restrict such employment so as to discriminate against
684 individuals because of their race, color, religious creed, age, sex,
685 gender identity or expression, marital status, national origin, ancestry,
686 present or past history of mental disability, mental retardation,
687 learning disability or physical disability, including, but not limited to,
688 blindness;

689 (7) For an employer, by the employer or the employer's agent: (A)
690 To terminate a woman's employment because of her pregnancy; (B) to
691 refuse to grant to that employee a reasonable leave of absence for
692 disability resulting from her pregnancy; (C) to deny to that employee,
693 who is disabled as a result of pregnancy, any compensation to which
694 she is entitled as a result of the accumulation of disability or leave
695 benefits accrued pursuant to plans maintained by the employer; (D) to
696 fail or refuse to reinstate the employee to her original job or to an
697 equivalent position with equivalent pay and accumulated seniority,
698 retirement, fringe benefits and other service credits upon her
699 signifying her intent to return unless, in the case of a private employer,
700 the employer's circumstances have so changed as to make it impossible
701 or unreasonable to do so; (E) to fail or refuse to make a reasonable
702 effort to transfer a pregnant employee to any suitable temporary
703 position which may be available in any case in which an employee
704 gives written notice of her pregnancy to her employer and the
705 employer or pregnant employee reasonably believes that continued
706 employment in the position held by the pregnant employee may cause
707 injury to the employee or fetus; (F) to fail or refuse to inform the
708 pregnant employee that a transfer pursuant to subparagraph (E) of this
709 subdivision may be appealed under the provisions of this chapter; or
710 (G) to fail or refuse to inform employees of the employer, by any

711 reasonable means, that they must give written notice of their
712 pregnancy in order to be eligible for transfer to a temporary position;

713 (8) For an employer, by the employer or the employer's agent, for an
714 employment agency, by itself or its agent, or for any labor
715 organization, by itself or its agent, to harass any employee, person
716 seeking employment or member on the basis of sex or gender identity
717 or expression. "Sexual harassment" shall, for the purposes of this
718 section, be defined as any unwelcome sexual advances or requests for
719 sexual favors or any conduct of a sexual nature when (A) submission
720 to such conduct is made either explicitly or implicitly a term or
721 condition of an individual's employment, (B) submission to or rejection
722 of such conduct by an individual is used as the basis for employment
723 decisions affecting such individual, or (C) such conduct has the
724 purpose or effect of substantially interfering with an individual's work
725 performance or creating an intimidating, hostile or offensive working
726 environment;

727 (9) For an employer, by the employer or the employer's agent, for an
728 employment agency, by itself or its agent, or for any labor
729 organization, by itself or its agent, to request or require information
730 from an employee, person seeking employment or member relating to
731 the individual's child-bearing age or plans, pregnancy, function of the
732 individual's reproductive system, use of birth control methods, or the
733 individual's familial responsibilities, unless such information is
734 directly related to a bona fide occupational qualification or need,
735 provided an employer, through a physician may request from an
736 employee any such information which is directly related to workplace
737 exposure to substances which may cause birth defects or constitute a
738 hazard to an individual's reproductive system or to a fetus if the
739 employer first informs the employee of the hazards involved in
740 exposure to such substances;

741 (10) For an employer, by the employer or the employer's agent, after
742 informing an employee, pursuant to subdivision (9) of this subsection,

743 of a workplace exposure to substances which may cause birth defects
744 or constitute a hazard to an employee's reproductive system or to a
745 fetus, to fail or refuse, upon the employee's request, to take reasonable
746 measures to protect the employee from the exposure or hazard
747 identified, or to fail or refuse to inform the employee that the measures
748 taken may be the subject of a complaint filed under the provisions of
749 this chapter. Nothing in this subdivision is intended to prohibit an
750 employer from taking reasonable measures to protect an employee
751 from exposure to such substances. For the purpose of this subdivision,
752 "reasonable measures" shall be those measures which are consistent
753 with business necessity and are least disruptive of the terms and
754 conditions of the employee's employment;

755 (11) For an employer, by the employer or the employer's agent, for
756 an employment agency, by itself or its agent, or for any labor
757 organization, by itself or its agent: (A) To request or require genetic
758 information from an employee, person seeking employment or
759 member, or (B) to discharge, expel or otherwise discriminate against
760 any person on the basis of genetic information. For the purpose of this
761 subdivision, "genetic information" means the information about genes,
762 gene products or inherited characteristics that may derive from an
763 individual or a family member.

764 Sec. 25. Subsection (a) of section 46a-64 of the 2008 supplement to
765 the general statutes is repealed and the following is substituted in lieu
766 thereof (*Effective October 1, 2008*):

767 (a) It shall be a discriminatory practice in violation of this section: (1)
768 To deny any person within the jurisdiction of this state full and equal
769 accommodations in any place of public accommodation, resort or
770 amusement because of race, creed, color, national origin, ancestry, sex,
771 gender identity or expression, marital status, age, lawful source of
772 income, mental retardation, mental disability or physical disability,
773 including, but not limited to, blindness or deafness of the applicant,
774 subject only to the conditions and limitations established by law and

775 applicable alike to all persons; (2) to discriminate, segregate or separate
776 on account of race, creed, color, national origin, ancestry, sex, gender
777 identity or expression, marital status, age, lawful source of income,
778 mental retardation, mental disability, learning disability or physical
779 disability, including, but not limited to, blindness or deafness; (3) for a
780 place of public accommodation, resort or amusement to restrict or limit
781 the right of a mother to breast-feed her child; (4) for a place of public
782 accommodation, resort or amusement to fail or refuse to post a notice,
783 in a conspicuous place, that any blind, deaf or mobility impaired
784 person, accompanied by his guide dog wearing a harness or an
785 orange-colored leash and collar, may enter such premises or facilities;
786 or (5) to deny any blind, deaf or mobility impaired person or any
787 person training a dog as a guide dog for a blind person or a dog to
788 assist a deaf or mobility impaired person, accompanied by his guide
789 dog or assistance dog, full and equal access to any place of public
790 accommodation, resort or amusement. Any blind, deaf or mobility
791 impaired person or any person training a dog as a guide dog for a
792 blind person or a dog to assist a deaf or mobility impaired person may
793 keep his guide dog or assistance dog with him at all times in such
794 place of public accommodation, resort or amusement at no extra
795 charge, provided the dog wears a harness or an orange-colored leash
796 and collar and is in the direct custody of such person. The blind, deaf
797 or mobility impaired person or person training a dog as a guide dog
798 for a blind person or a dog to assist a deaf or mobility impaired person
799 shall be liable for any damage done to the premises or facilities by his
800 dog. For purposes of this subdivision, "guide dog" or "assistance dog"
801 includes a dog being trained as a guide dog or assistance dog and
802 "person training a dog as a guide dog for a blind person or a dog to
803 assist a deaf or mobility impaired person" means a person who is
804 employed by and authorized to engage in designated training
805 activities by a guide dog organization or assistance dog organization
806 that complies with the criteria for membership in a professional
807 association of guide dog or assistance dog schools and who carries
808 photographic identification indicating such employment and

809 authorization.

810 Sec. 26. Subsection (a) of section 46a-64c of the 2008 supplement to
811 the general statutes is repealed and the following is substituted in lieu
812 thereof (*Effective October 1, 2008*):

813 (a) It shall be a discriminatory practice in violation of this section:

814 (1) To refuse to sell or rent after the making of a bona fide offer, or
815 to refuse to negotiate for the sale or rental of, or otherwise make
816 unavailable or deny, a dwelling to any person because of race, creed,
817 color, national origin, ancestry, sex, gender identity or expression,
818 marital status, age, lawful source of income or familial status.

819 (2) To discriminate against any person in the terms, conditions, or
820 privileges of sale or rental of a dwelling, or in the provision of services
821 or facilities in connection therewith, because of race, creed, color,
822 national origin, ancestry, sex, gender identity or expression, marital
823 status, age, lawful source of income or familial status.

824 (3) To make, print or publish, or cause to be made, printed or
825 published any notice, statement, or advertisement, with respect to the
826 sale or rental of a dwelling that indicates any preference, limitation, or
827 discrimination based on race, creed, color, national origin, ancestry,
828 sex, gender identity or expression, marital status, age, lawful source of
829 income, familial status, learning disability or physical or mental
830 disability, or an intention to make any such preference, limitation or
831 discrimination.

832 (4) (A) To represent to any person because of race, creed, color,
833 national origin, ancestry, sex, gender identity or expression, marital
834 status, age, lawful source of income, familial status, learning disability
835 or physical or mental disability that any dwelling is not available for
836 inspection, sale or rental when such dwelling is in fact so available.

837 (B) It shall be a violation of this subdivision for any person to
838 restrict or attempt to restrict the choices of any buyer or renter to

839 purchase or rent a dwelling (i) to an area which is substantially
840 populated, even if less than a majority, by persons of the same
841 protected class as the buyer or renter, (ii) while such person is
842 authorized to offer for sale or rent another dwelling which meets the
843 housing criteria as expressed by the buyer or renter to such person and
844 (iii) such other dwelling is in an area which is not substantially
845 populated by persons of the same protected class as the buyer or
846 renter. As used in this subdivision, "area" means municipality,
847 neighborhood or other geographic subdivision which may include an
848 apartment or condominium complex; and "protected class" means race,
849 creed, color, national origin, ancestry, sex, gender identity or
850 expression, marital status, age, lawful source of income, familial status,
851 learning disability or physical or mental disability.

852 (5) For profit, to induce or attempt to induce any person to sell or
853 rent any dwelling by representations regarding the entry or
854 prospective entry into the neighborhood of a person or persons of a
855 particular race, creed, color, national origin, ancestry, sex, gender
856 identity or expression, marital status, age, lawful source of income,
857 familial status, learning disability or physical or mental disability.

858 (6) (A) To discriminate in the sale or rental, or to otherwise make
859 unavailable or deny, a dwelling to any buyer or renter because of a
860 learning disability or physical or mental disability of: (i) Such buyer or
861 renter; (ii) a person residing in or intending to reside in such dwelling
862 after it is so sold, rented, or made available; or (iii) any person
863 associated with such buyer or renter.

864 (B) To discriminate against any person in the terms, conditions or
865 privileges of sale or rental of a dwelling, or in the provision of services
866 or facilities in connection with such dwelling, because of a learning
867 disability or physical or mental disability of: (i) Such person; or (ii) a
868 person residing in or intending to reside in such dwelling after it is so
869 sold, rented, or made available; or (iii) any person associated with such
870 person.

871 (C) For purposes of this subdivision, discrimination includes: (i) A
 872 refusal to permit, at the expense of a person with a physical or mental
 873 disability, reasonable modifications of existing premises occupied or to
 874 be occupied by such person if such modifications may be necessary to
 875 afford such person full enjoyment of the premises; except that, in the
 876 case of a rental, the landlord may, where it is reasonable to do so,
 877 condition permission for a modification on the renter agreeing to
 878 restore the interior of the premises to the condition that existed before
 879 the modification, reasonable wear and tear excepted; (ii) a refusal to
 880 make reasonable accommodations in rules, policies, practices or
 881 services, when such accommodations may be necessary to afford such
 882 person equal opportunity to use and enjoy a dwelling; (iii) in
 883 connection with the design and construction of covered multifamily
 884 dwellings for the first occupancy after March 13, 1991, a failure to
 885 design and construct those dwellings in such manner that they comply
 886 with the requirements of Section 804(f) of the Fair Housing Act or the
 887 provisions of the state building code as adopted pursuant to the
 888 provisions of sections 29-269 and 29-273, whichever requires greater
 889 accommodation. "Covered multifamily dwellings" means buildings
 890 consisting of four or more units if such buildings have one or more
 891 elevators, and ground floor units in other buildings consisting of four
 892 or more units.

893 (7) For any person or other entity engaging in residential real-estate-
 894 related transactions to discriminate against any person in making
 895 available such a transaction, or in the terms or conditions of such a
 896 transaction, because of race, creed, color, national origin, ancestry, sex,
 897 gender identity or expression, marital status, age, lawful source of
 898 income, familial status, learning disability or physical or mental
 899 disability.

900 (8) To deny any person access to or membership or participation in
 901 any multiple-listing service, real estate brokers' organization or other
 902 service, organization, or facility relating to the business of selling or
 903 renting dwellings, or to discriminate against him in the terms or

904 conditions of such access, membership or participation, on account of
905 race, creed, color, national origin, ancestry, sex, gender identity or
906 expression, marital status, age, lawful source of income, familial status,
907 learning disability or physical or mental disability.

908 (9) To coerce, intimidate, threaten, or interfere with any person in
909 the exercise or enjoyment of, or on account of his having exercised or
910 enjoyed, or on account of his having aided or encouraged any other
911 person in the exercise or enjoyment of, any right granted or protected
912 by this section.

913 Sec. 27. Subsection (e) of section 46a-64c of the 2008 supplement to
914 the general statutes is repealed and the following is substituted in lieu
915 thereof (*Effective October 1, 2008*):

916 (e) Nothing in this section prohibits a person engaged in the
917 business of furnishing appraisals of real property to take into
918 consideration factors other than race, creed, color, national origin,
919 ancestry, sex, gender identity or expression, marital status, age, lawful
920 source of income, familial status, learning disability or physical or
921 mental disability.

922 Sec. 28. Subsection (a) of section 46a-66 of the general statutes is
923 repealed and the following is substituted in lieu thereof (*Effective*
924 *October 1, 2008*):

925 (a) It shall be a discriminatory practice in violation of this section for
926 any creditor to discriminate on the basis of sex, gender identity or
927 expression, age, race, color, religious creed, national origin, ancestry,
928 marital status, mental retardation, learning disability, blindness or
929 physical disability against any person eighteen years of age or over in
930 any credit transaction.

931 Sec. 29. Subsection (a) of section 46a-70 of the general statutes is
932 repealed and the following is substituted in lieu thereof (*Effective*
933 *October 1, 2008*):

934 (a) State officials and supervisory personnel shall recruit, appoint,
935 assign, train, evaluate and promote state personnel on the basis of
936 merit and qualifications, without regard for race, color, religious creed,
937 sex, gender identity or expression, marital status, age, national origin,
938 ancestry, mental retardation, mental disability, learning disability or
939 physical disability, including but not limited to, blindness, unless it is
940 shown by such state officials or supervisory personnel that such
941 disability prevents performance of the work involved.

942 Sec. 30. Subsection (a) of section 46a-71 of the general statutes is
943 repealed and the following is substituted in lieu thereof (*Effective*
944 *October 1, 2008*):

945 (a) All services of every state agency shall be performed without
946 discrimination based upon race, color, religious creed, sex, gender
947 identity or expression, marital status, age, national origin, ancestry,
948 mental retardation, mental disability, learning disability or physical
949 disability, including, but not limited to, blindness.

950 Sec. 31. Subsection (b) of section 46a-72 of the general statutes is
951 repealed and the following is substituted in lieu thereof (*Effective*
952 *October 1, 2008*):

953 (b) Any job request indicating an intention to exclude any person
954 because of race, color, religious creed, sex, gender identity or
955 expression, marital status, age, national origin, ancestry, mental
956 retardation, mental disability, learning disability or physical disability,
957 including, but not limited to, blindness shall be rejected, unless it is
958 shown by such public or private employers that such disability
959 prevents performance of the work involved.

960 Sec. 32. Subsection (a) of section 46a-73 of the general statutes is
961 repealed and the following is substituted in lieu thereof (*Effective*
962 *October 1, 2008*):

963 (a) No state department, board or agency may grant, deny or revoke

964 the license or charter of any person on the grounds of race, color,
965 religious creed, sex, gender identity or expression, marital status, age,
966 national origin, ancestry, mental retardation, mental disability,
967 learning disability or physical disability, including, but not limited to,
968 blindness, unless it is shown by such state department, board or
969 agency that such disability prevents performance of the work
970 involved.

971 Sec. 33. Subsection (a) of section 46a-75 of the general statutes is
972 repealed and the following is substituted in lieu thereof (*Effective*
973 *October 1, 2008*):

974 (a) All educational, counseling, and vocational guidance programs
975 and all apprenticeship and on-the-job training programs of state
976 agencies, or in which state agencies participate, shall be open to all
977 qualified persons, without regard to race, color, religious creed, sex,
978 gender identity or expression, marital status, age, national origin,
979 ancestry, mental retardation, mental disability, learning disability or
980 physical disability, including, but not limited to, blindness.

981 Sec. 34. Subsection (a) of section 46a-76 of the general statutes is
982 repealed and the following is substituted in lieu thereof (*Effective*
983 *October 1, 2008*):

984 (a) Race, color, religious creed, sex, gender identity or expression,
985 marital status, age, national origin, ancestry, mental retardation,
986 mental disability, learning disability or physical disability, including,
987 but not limited to, blindness shall not be considered as limiting factors
988 in state-administered programs involving the distribution of funds to
989 qualify applicants for benefits authorized by law.

990 Sec. 35. Subsections (b) and (c) of section 52-571d of the general
991 statutes are repealed and the following is substituted in lieu thereof
992 (*Effective October 1, 2008*):

993 (b) No golf country club may deny membership in such club to any

994 person on account of race, religion, color, national origin, ancestry, sex,
995 gender identity or expression, marital status or sexual orientation.

996 (c) All classes of membership in a golf country club shall be
997 available without regard to race, religion, color, national origin,
998 ancestry, sex, gender identity or expression, marital status or sexual
999 orientation.

1000 Sec. 36. Section 53-37a of the 2008 supplement to the general statutes
1001 is repealed and the following is substituted in lieu thereof (*Effective*
1002 *October 1, 2008*):

1003 Any person who, with the intent to subject, or cause to be subjected,
1004 any other person to the deprivation of any rights, privileges or
1005 immunities, secured or protected by the Constitution or laws of this
1006 state or of the United States, on account of religion, national origin,
1007 alienage, color, race, sex, gender identity or expression, sexual
1008 orientation, blindness or physical disability, violates the provisions of
1009 section 46a-58, as amended by this act, while wearing a mask, hood or
1010 other device designed to conceal the identity of such person shall be
1011 guilty of a class D felony.

1012 Sec. 37. (NEW) (*Effective October 1, 2008*) The provisions of
1013 subsection (a) of section 4a-60, subsection (c) of section 8-169s, section
1014 8-265c, subsection (c) of section 8-294, section 8-315, subsection (a) of
1015 section 10-15c, section 10-153, subsection (b) of section 10a-6,
1016 subsection (a) of section 11-24b, sections 16-245r and 16-247r,
1017 subsection (b) of section 28-15, section 31-22p, subsection (e) of section
1018 31-57e, sections 32-204, 32-277, 38a-358 and 42-125a, subsection (c) of
1019 section 42-125b, subsection (a) of section 46a-58, subsection (a) of
1020 section 46a-59, subsection (a) of section 46a-60, subsection (a) of section
1021 46a-64, subsections (a) and (e) of section 46a-64c, subsection (a) of
1022 section 46a-66, subsection (a) of section 46a-70, subsection (a) of section
1023 46a-71, subsection (b) of section 46a-72, subsection (a) of section 46a-73,
1024 subsection (a) of section 46a-75, subsection (a) of section 46a-76,
1025 subsections (b) and (c) of section 52-571d and section 53-37a of the

1026 general statutes, as amended by this act, that prohibit discrimination
 1027 on the basis of gender identity or expression shall not apply to a
 1028 religious corporation, entity, association, educational institution or
 1029 society with respect to the employment of individuals to perform work
 1030 connected with the carrying on by such corporation, entity,
 1031 association, educational institution or society of its activities, or with
 1032 respect to matters of discipline, faith, internal organization or
 1033 ecclesiastical rule, custom or law which are established by such
 1034 corporation, entity, association, educational institution or society.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>October 1, 2008</i>	46a-51
Sec. 2	<i>October 1, 2008</i>	New section
Sec. 3	<i>October 1, 2008</i>	4a-60(a)
Sec. 4	<i>October 1, 2008</i>	8-169s(c)
Sec. 5	<i>October 1, 2008</i>	8-265c
Sec. 6	<i>October 1, 2008</i>	8-294(c)
Sec. 7	<i>October 1, 2008</i>	8-315
Sec. 8	<i>October 1, 2008</i>	10-15c(a)
Sec. 9	<i>October 1, 2008</i>	10-153
Sec. 10	<i>October 1, 2008</i>	10a-6(b)
Sec. 11	<i>October 1, 2008</i>	11-24b(a)
Sec. 12	<i>October 1, 2008</i>	16-245r
Sec. 13	<i>October 1, 2008</i>	16-247r
Sec. 14	<i>October 1, 2008</i>	28-15(b)
Sec. 15	<i>October 1, 2008</i>	31-22p
Sec. 16	<i>October 1, 2008</i>	31-57e(e)
Sec. 17	<i>October 1, 2008</i>	32-204
Sec. 18	<i>October 1, 2008</i>	32-277
Sec. 19	<i>October 1, 2008</i>	38a-358
Sec. 20	<i>October 1, 2008</i>	42-125a
Sec. 21	<i>October 1, 2008</i>	42-125b(c)
Sec. 22	<i>October 1, 2008</i>	46a-58(a)
Sec. 23	<i>October 1, 2008</i>	46a-59(a)
Sec. 24	<i>October 1, 2008</i>	46a-60(a)
Sec. 25	<i>October 1, 2008</i>	46a-64(a)
Sec. 26	<i>October 1, 2008</i>	46a-64c(a)

Sec. 27	<i>October 1, 2008</i>	46a-64c(e)
Sec. 28	<i>October 1, 2008</i>	46a-66(a)
Sec. 29	<i>October 1, 2008</i>	46a-70(a)
Sec. 30	<i>October 1, 2008</i>	46a-71(a)
Sec. 31	<i>October 1, 2008</i>	46a-72(b)
Sec. 32	<i>October 1, 2008</i>	46a-73(a)
Sec. 33	<i>October 1, 2008</i>	46a-75(a)
Sec. 34	<i>October 1, 2008</i>	46a-76(a)
Sec. 35	<i>October 1, 2008</i>	52-571d(b) and (c)
Sec. 36	<i>October 1, 2008</i>	53-37a
Sec. 37	<i>October 1, 2008</i>	New section

Statement of Purpose:

To prohibit discrimination on the basis of gender identity or expression.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]